

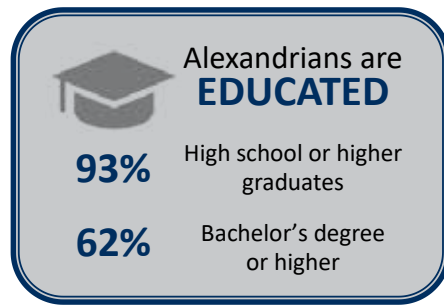


## City Manager, Alexandria, VA

*The City of Alexandria is seeking an enlightened leader to administer the myriad programs of a complex, culturally diverse, and inclusive community.*



# THE COMMUNITY



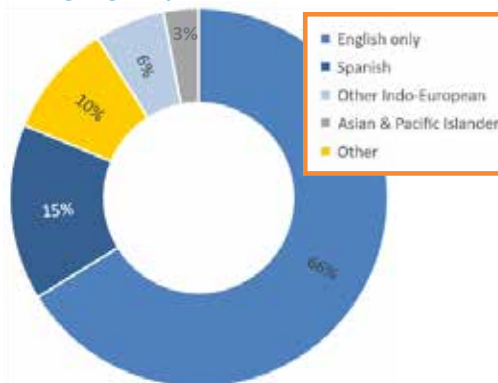
The City of Alexandria is located in northern Virginia and is bordered by the District of Columbia (Potomac River) and Arlington and Fairfax counties. With a population of approximately 160,000 and a land area of 15.75 square miles, Alexandria is the seventh-largest city in Virginia and part of a large

metropolis, which includes the nation's capital.

Alexandria is also a culturally diverse city. African Americans comprise approximately 22% of the residential populations with Latinx residents and Asian Americans making up about 16% and 6%, respectively. Approximately 26% of the City's residents were born outside of the US, and students at the City's single public high school come from 88 different countries and speak 69 different languages.

With more than 250 years of history and hospitality to its credit, Alexandria offers an array of historic and cultural attractions. Many of the city's premier historic sites fall under the administration of the Office of Historic Alexandria, the department of City government charged with the conservation, interpretation and promotion of these links to the past. These sites bring Alexandria's varied and storied history to life. Additionally, Alexandria has many more historic sites which are open to the public and tell a significant part of the city's historical tale.

Languages Spoken at Home



- 1315 Duke Street
- Alexandria Black History Museum
- Alexandria Archaeology Museum
- Fort Ward Museum & Historic Park
- Friendship Firehouse Museum
- The Lyceum (Alexandria's History Museum)
- Stabler-Leadbeater Apothecary Museum
- Gadsby's Tavern Museum

8

Museums Owned and Operated by the City of Alexandria



Edmonson Sisters Statue.  
Photo credit: Evan Michio

## Transportation

The City of Alexandria has over 49 miles of on-street and off-street bike lanes, sharrows, and trails. Using a bike quickly, safely, and enjoyably to get around has never been easier. The City's expansion of the Capital Bikeshare program and installation and designation of new bike lanes and routes are just a few of the initiatives that make the City of Alexandria a nationally recognized Bike Friendly Community with a silver rating from The League of American Bicyclists.

The Alexandria Transit Company's (ATC) DASH bus system provides bus service within the City of Alexandria and connects with other local bus systems, Metrorail, and Virginia Railway Express (VRE). The Washington Metropolitan Area Transit Authority (WMATA) operates Metrorail, which has 118 miles of rail lines (6.1 miles in Alexandria) and 91 stations (4 stations along the yellow and blue lines in Alexandria) throughout Virginia, DC and Maryland.



Photo credit: Evan Michio



## STEEPED IN RICH HISTORY...

About one-quarter of the city has been designated as a national or local historic district. Thousands of buildings in these districts were constructed in the 18th and 19th centuries and are in active use as homes, businesses, and museums.

## ...MOVING BOLDLY INTO THE FUTURE.

After decades of planning, the Alexandria City Council [recently approved redevelopment agreements](#) and financing plans to redevelop the currently unoccupied Landmark Mall site, in the City's West End, resulting in approximately four million square feet of new development. This transformational project, which will be a catalyst for redevelopment and enhancements throughout the West End of Alexandria, will result in more than \$2 billion in investment in the community and was named by the Washington Business Journal as the 2020 Real Estate Deal of the Year. In addition to a state-of-the-art medical campus, the walkable urban village will be a mix of residences – including affordable housing – shops, offices and entertainment destinations all integrated into a cohesive neighborhood with a central plaza, a network of parks and public spaces, and a public transit hub. Construction at the site could begin as soon as 2023, with the first buildings delivering in 2025.



## EDUCATION FAST FACTS

- Alexandria City Public Schools is one of most diverse in the country.
- Students born in 120 different countries
- Students speak 121 native languages
- 1,463 teachers
- 16,062 students
- 4 post-secondary institutions

## CITY GOVERNMENT

Alexandria adopted the Council-Manager form of government in 1922. The governing body is the City Council, which formulates policies for the administration of the City. The City Council is composed of a Mayor and six Council Members elected at-large, on a partisan basis, for a three-year term (not staggered). The Mayor is chosen on a separate ballot and presides over sessions of the Council. Legislative sessions of the City Council are held twice per month (except in July and August), and public hearings are held once per month when Council is in session, allowing citizens an opportunity to speak on matters that concern them, especially relating to land use.

In addition, there are 77 City Boards and Commissions with Council-appointed citizen representation. These bodies

compose a formal system through which citizens can advise the City Council on major issues. Boards and commissions are accountable to City Council, and appointments are made by Council at their regular legislative meetings.

The City provides a comprehensive range of municipal services including: education, health, welfare, housing and human services programs; public safety and administration of justice; community development, recreation, library, consumer assistance, cultural and historic activities; and transportation, environmental services and planning. The City budget provides for approximately 2,671 full-time employees, excluding school employees. The City of Alexandria's FY2022 approved General Fund Operating Budget is \$770.7 million which represents an increase of 2.3% over 2021. The FY2021-FY2030 approved Capital Improvement Program (CIP) is \$2.1 billion.

## THE CITY MANAGER

The City Council appoints the City Manager, who serves as the City's Chief Executive Officer. The City Manager is responsible for leading a dynamic and robust organization via a highly-skilled executive team with the goal of implementing the policies established by the City Council. Key areas of responsibility of the City Manager include:

**Operating and capital budgets.** The City Manager oversees the preparation of the annual operating and capital budgets, an annual report, and other such periodic financial and administrative reports as may be required for submission to the City Council.

## ALEXANDRIA CITY COUNCIL • January 1, 2019– December 31, 2021

*Elected At-Large to 3-Year Terms*

From Left to Right:  
Amy B. Jackson,  
John Taylor Chapman,  
Vice Mayor Elizabeth  
Bennett-Parker (seated),  
Redella S. "Del" Pepper  
(center), Mayor Justin M.  
Wilson (seated), Mohamed  
E. Seifeldein, and  
Canek Aguirre.



*Photo credit: Maddox Photography*

**Staffing and appointments.** The City Manager appoints all heads of departments and employees of the City – except those in elected, judicial and school positions – and also holds removal authority over said employees.

**City Council agenda.** The City Manager’s administrative staff oversees the preparation and review of all City Council docket items, requests, and Council Retreat materials.

**Community outreach and dialogue.** A key responsibility of the City Manager will be to continually enhance and improve communication by encouraging open dialogue and debate on all topics throughout the community. Through both formal public hearings and more informal community meetings, the City Manager engages the entire community in accessible and culturally competent ways to ensure all Alexandrians can be part of these conversations.

**Management and staff development.** Three Deputy City Managers are broadly responsible for a) land-use planning, housing, and recreation, b) public safety and human services, and c) finance, IT, and management and budget. The Deputy City Managers are direct reports of the City Manager, who is responsible for their professional development.

Operating within broad general policy guidelines, the City Manager exercises substantial latitude and discretion, under the guidance of the City Council, to achieve effective and efficient utilization of City resources in serving the residents of Alexandria and other constituents.

## POLICY NEWS FROM THE OFFICE OF THE CITY MANAGER

### Community Policing Review Board

On June 9, 2020, City Council unanimously adopted Resolution 2950, which condemned police brutality and systemic racism; reaffirmed that Black Lives Matter; and stated Council’s intent to establish a community policing review board in the city. The resolution also affirmed that the City of Alexandria and all government officials have a duty to ensure the protection of all communities through actions and reform, including in the justice system. The resolution directed the City Manager and City Attorney to provide Council with a proposed ordinance to establish a Community Policing Review Board in Alexandria. In April 2021, Council adopted an ordinance establishing a Community Policing Review Board, supported by an Independent Policing Auditor, demonstrating a long-term and comprehensive commitment to transparent police oversight, equitable policing, and accountability in Alexandria. The next steps in this process include the hiring of the Independent Policing Auditor by City Council and the recruitment and appointment of the Community Policing Review Board.

### Collective Bargaining

In April, 2021, the Alexandria City Council voted unanimously to adopt a Public Employee Collective Bargaining Ordinance and became the first locality in Virginia to approve collective bargaining under a new state law which provided localities with this authority. The new City law allows unions or associations representing City employees to enter into a collective bargaining contract with the City on matters related to the employees and their employment, and provides guidance for the process. The next steps in this process include establishing bargaining units in the City as well as the appointment of a Labor Relations Administrator to administer the requirements established by the ordinance.



## FAST FACTS

- America’s Greenest Cities – *CubeSmart*
- Safest Cities in America – *SmartAsset*
- The South’s Prettiest Cities – *Southern Living*
- Most Dog-Friendly Vacation Destinations in the U.S. – *Expedia*
- Best Bike Cities in America – *Bicycling*
- 25 Best Cities for Entrepreneurs – *Entrepreneur*
- Top 100 Best Places to Live – *Livability*
- Most Festive Christmas Cities in the US – *USA Today*
- Best Small Cities in the U.S. – *Condé Nast Traveler Readers’ Choice Awards*
- Best Destinations for Baby Boomer Women in 2020 – *Expedia AARP Travel Center*
- The Most Magical Christmas Towns Across the World – *Oprah Magazine*
- “All-Star” in Virginia for LGBTQ Equality – *Human Rights Campaign Municipality Equality Index*

# CANDIDATE PROFILE

The successful candidate for the position of City Manager of Alexandria will have a demonstrated and verifiable record of inclusive, transparent, and inspirational leadership in guiding an organization and clear commitments to making a difference through public service. They will possess strong administrative, fiscal management, and decision-making skills and a history of expanding revenue via both State and Federal grants.

The successful candidate will also recognize the importance of ongoing participation in intergovernmental activities at regional, state, and national levels, and through this participation work to influence legislative and regulatory change consistent with the City's interests and needs.

Finally, the successful candidate will have significant and relevant experience managing a city or county government similar in scale and complexity to the City of Alexandria as well as (at minimum) a bachelor's degree from an accredited college or university and (preferably) a master's or other advanced degree.

The City Manager will be required to live in the City of Alexandria, Virginia.



## Compensation and Benefits

The starting salary will be based on the background and qualifications of the successful candidate, plus use of a city vehicle. The City of Alexandria has a highly competitive benefits package which includes:

- Annual Leave, Holidays, and Sick Leave
- Retirement Plan
- Health Insurance, Dental Plan, Life Insurance, and Long-Term Disability Insurance
- Optional Deferred Compensation (ICMA)
- Credit Union Membership
- Sick Leave Bank
- Employee Assistance Program
- Paid Parental Leave (6-workweeks of leave in a 12-month period, after one year of employment)

For immediate consideration, submit a resume and cover letter outlining your qualifying experience to: [City\\_Manager\\_Alexandria@polihire.com](mailto:City_Manager_Alexandria@polihire.com). Applications will be accepted until September 17, 2021.

# POLIHIRE®

## TO APPLY

This position is open until filled. All interested in this opportunity should electronically submit a cover letter and resume to:  
[City\\_Manager\\_Alexandria@polihire.com](mailto:City_Manager_Alexandria@polihire.com)

